

Message Text

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ACTION ARA-10

INFO OCT-01 SS-15 ISO-00 SP-02 PER-01 SIG-01 A-01

MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02

/067 W

-----300245Z 040910 /14

R 292023Z MAR 77

FM AMEMBASSY NASSAU

TO SECSTATE WASHDC 9229

LIMITED OFFICIAL USE SECTION 1 OF 3 NASSAU 0448

FOR DEPUTY UNDER SECRETARY FOR MANAGEMENT FROM AMBASSADOR

E.O. 11652: N/A

TAGS: AMGT, PFOR, BF

SUBJ: ANNUAL POLICY AND RESOURCE ASSESSMENTS PART II - RE-SOURCE ASSESSMENT; PART III - STATE PERSONNEL RECOMMEND-ATIONS

REFS: A. STATE 038356; B. STATE A-1760; C. STATE 16775;

D. STATE 15063; E. 76 NASSAU 0861

A. STATE

EMBASSY RESOURCES ARE PRESENTLY ADEQUATE TO MEET SATISFACTORILY THE OBJECTIVES PROPOSED IN PART I. HOWEVER, ALREADY LIMITED PERSONNEL RESOURCES WILL SOON BE AT BARE MINIMUM LEVELS AND ANY UNFORESEEN TASKS OF A PRIORITY NATURE WILL UNDOUBTEDLY PLACE A HEAVY BURDEN ON THIS SKELETON ORGANIZATION. THE PLANNED ABOLISHMENT OF THE POLITICAL OFFICER'S POSITION (THE INCUMBENT IS ALSO, CULTURAL OFFICER AND DRUGS AND NARCOTICS OFFICER) IN AUGUST OF THIS YEAR WILL NECESSITATE REDISTRIBUTION OF THE POLITICAL REPORTING AND CULTURAL WORKLOAD AS WELL AS DRUG ENFORCEMENT COORDINATION. THE INCUMBENT

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DCM WILL TAKE ON THESE THREE FUNCTIONS UNTIL HIS DEPARTURE IN AUGUST OF 1978 WHEN HIS POSITION WILL BE ABOLISHED. THE POLITICAL OFFICER'S SLOT IS SCHEDULED TO BE REINSTATED AT THAT TIME. IT IS THE EMBASSY'S JUDGEMENT THAT THE ABOLISHMENT OF EITHER POSITION IS SHORTSIGHTED AND THAT BOTH POSITIONS SHOULD BE REINSTATED PRIOR TO THE INCUMBENT DCM'S DEPARTURE. THIS IS PARTICULARLY SO

GIVEN THAT OFFICER'S GROWING ROLE AS EMBASSY COORDINATOR OF THE MYRIAD U.S. AGENCIES (DEA, IRS, CUSTOMS, ETC.) OPERATING BOTH FROM THE EMBASSY AND THE MAINLAND. (EMBASSY WAS NOT GIVEN RATIONALE ON WHICH ABOLISHMENT OF POLITICAL OFFICER POSITION WAS BASED. RATIONALE EVENTUALLY TO ABOLISH DCM POSITION VICE POLITICAL POSITION WAS BASED ON PERSONNEL STAFFING OF ANOTHER CLASS IV ARA POST - SURINAM. IN EMBASSY'S OPINION THERE IS NO COMPARISON BETWEEN WORKLOAD OF EMBASSY NASSAU AND EMBASSY PARAMARIBO AND TO EQUATE THEM - PARTICULARLY IN VIEW OF PROBLEMS AND OBJECTIVES RAISED IN PART I OF THIS REPORT SHOWS ERRONEOUS JUDGEMENT.)

THE CONSULAR WORKLOAD CONTINUES TO INCREASE, ESPECIALLY WITH THE NEW IMMIGRANT VISA LEGISLATION AND A HEAVY DEMAND FOR PROTECTION AND WELFARE ASSISTANCE SHOWS NO SIGN OF DECREASING. WITH RECENT REPROGRAMMING AND THE ADDITION OF A TEMPORARY FOREIGN SERVICE LOCAL EMPLOYEE'S POSITION APPROVED BY THE DEPARTMENT LAST JANUARY, THE SECTION IS NOW ABLE TO CARRY OUT THE DEMANDS WHICH ARE PLACED UPON IT AND IS PROVIDING THE PUBLIC WITH MORE EFFICIENT SERVICE. A PART-TIME FSLE MAY BE REQUIRED DURING THE PEAK SEASON (MAY-AUGUST) TO ASSIST IN THE HEAVY NIV WORKLOAD.

THE ECONOMIC/COMMERCIAL SECTION, CONSISTING OF ONE OFFICER AND A SENIOR LOCAL, HAS CLEARLY PROVEN BY ITS PAST PERFORMANCE THAT THE PRESENT PERSONNEL ARRANGEMENT IS SUFFICIENT TO MEET THIS SECTION'S REQUIREMENTS.

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THE ADMINISTRATIVE SECTION WORKLOAD CONTINUES TO INCREASE ESPECIALLY WITH THE EXPANSION OF OTHER AGENCY PROGRAMS. CONSIDERABLE REPROGRAMMING AND CROSS TRAINING OF ADMINISTRATIVE PERSONNEL HAS TAKEN PLACE DURING THE LAST SIX MONTHS. THE SECTION HAS BECOME AN EFFECTIVE TEAM ABLE TO RESPOND TO THE MISSION'S SUPPORT REQUIREMENTS.

WITH THE PLANNED INSTALLATION OF A MORE SOPHISTICATED COMMUNICATIONS SYSTEM IN THE COMMUNICATIONS AND RECORDS UNIT AND THE MOUNTING ACTIVITIES OF OTHER AGENCIES, IT IS ANTICIPATED THAT THE TELEGRAPHIC TRAFFIC WILL INCREASE CONSIDERABLY. IT IS BELIEVED THAT THE PRESENT TWO-MAN OPERATION WILL HAVE NO SERIOUS PROBLEM IN COPING WITH THIS INCREASED WORKLOAD.

B. OTHER AGENCY PROGRAM AND RESOURCE LEVELS

1. THE PROPOSED ESTABLISHMENT OF A PRECLEARANCE GROUP

AT FREEPORT, GRAND BAHAMA (APPROXIMATELY 110 MILES FROM NASSAU) AND SITUATED ON ANOTHER ISLAND, WILL CONSIST OF APPROXIMATELY 20 OR MORE EMPLOYEES AND WILL GREATLY INCREASE THE ADMINISTRATIVE SUPPORT WORKLOAD. WHILE THE EXTENT AND NATURE OF EMBASSY SUPPORT HAS NOT YET BEEN DETERMINED, IT IS ANTICIPATED THAT AT LEAST THE SAME ADMINISTRATIVE SUPPORT NOW RECEIVED BY THE NASSAU PRE-CLEARANCE GROUP WILL BE REQUIRED, AND PERHAPS MORE BECAUSE OF ADDITIONAL PROBLEMS CREATED BY ITS LOCATION (SEE REF E FOR IN-DEPTH DISCUSSION OF THESE PROBLEMS).

2. WITH THE PRESENCE OF TWO IRS REPRESENTATIVES FOR THE LAST SIX MONTHS ON TEMPORARY DUTY AND THE POSSIBILITY THAT A PERMANENT IRS OFFICE (TWO OFFICERS AND ONE SECRETARY) WILL BE ESTABLISHED IN NASSAU, IT WILL BE NECESSARY FOR THAT AGENCY TO SHARE IN THE COSTS OF THE ADMINISTRATIVE

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INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01
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TO SECSTATE WASHDC 9230

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FOR DEPUTY UNDER SECRETARY FOR MANAGEMENT FROM AMBASSADOR

SUPPORT OPERATIONS. ALSO ADDITIONAL OFFICE SPACE WILL BE REQUIRED.

3. DEA HAS INFORMALLY PROPOSED THE ESTABLISHMENT OF AN OFFICE IN NASSAU WITH AT LEAST THREE EMPLOYEES (75 NASSAU 2079). NO FORMAL SUBMISSION HAS AS YET BEEN PRESENTED FOR MODE REVIEW.

4. THE USIS PROGRAM, SUPERVISED AND FUNDED OUT OF EMBASSY KINGSTON AND ESTABLISHED IN DECEMBER OF 1976 WITH ONE SENIOR LOCAL EMPLOYEE, IS APPRECIABLY TAPPING ADMINISTRATIVE RESOURCES. IF THE PROGRAM CONTINUES TO EXPAND THE

EMBASSY BELIEVES IT WILL BE NECESSARY FOR USIS KINGSTON TO REIMBURSE STATE ON A MORE EQUITABLE BASIS FOR THE SUPPLIES AND SERVICES OBTAINED.

5. THE AGENCY FOR INTERNATIONAL DEVELOPMENT PROJECT -BARTAD - AT NICOLLS TOWN, ANDROS ISLAND CONTINUES TO OPERATE UNDER THE SUPERVISION OF ONE AID OFFICER WHO IS SCHEDULED TO DEPART IN JANUARY OF 1978 WHEN THE PROJECT WILL BE TRANSFERRED TO THE GOVERNMENT OF THE COMMONWEALTH OF THE BAHAMAS. IT IS ANTICIPATED, HOWEVER, THAT THE EMBASSY WILL CONTINUE LIMITED OFFICIAL USE

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TO BE INVOLVED WITH THE PROJECT, ESPECIALLY DURING THE NEXT YEAR OR TWO.

6. THE NAVAL LIAISON OFFICER CONTINUES TO PLAY AN ACTIVE ROLE IN MAINTAINING CLOSE LIAISON WITH VARIOUS BAHAMIAN AND U.S. ORGANIZATIONAL UNITS, I.E. PORT AUTHORITY, BAHAMAS AIR SEA RESCUE, UNITED STATES COAST GUARD, USN VESSELS VISITING NASSAU AND FREEPORT, U.S. MILITARY INSTALLATIONS IN THE BAHAMAS, ETC. AS THE NLO DOES NOT HAVE AN ASSISTANT IN HIS OFFICE, HE MUST RELY SOLELY ON STATE SECRETARIAL ASSISTANCE AND ON THE POLITICAL OFFICER AND DCM WHO HANDLE PRIORITY MATTERS DURING THE NLO'S ABSENCE FROM NASSAU. IF THE POLITICAL OFFICER'S POSITION IS TO BE EVEN TEMPORARILY ABOLISHED, IT WOULD SEEM JUSTIFIED TO HAVE THE USN ASSIGN AN ASSISTANT WITH CLERICAL SKILLS TO THE NLO OFFICE.

7. THE PERSONNEL STRENGTH OF THE EXISTING PRECLEARANCE GROUP AT THE NASSAU INTERNATIONAL AIRPORT (CONSISTING OF 19 U.S. CUSTOMS, 7 IMMIGRATION AND NATURALIZATION AND 2 DEPARTMENT OF AGRICULTURE EMPLOYEES), HAS INCREASED BY APPROXIMATELY 32 PERCENT. DURING THE LAST YEAR THIS EXPANSION OF PERSONNEL HAS HAD A DIRECT EFFECT ON STATE RESOURCES, ESPECIALLY IN THE ADMINISTRATIVE SECTION. PROJECTED FY-79 FIGURES APPEARING IN THE ATTACHED MISSION STAFFING CHART INCLUDE THE ADDITIONAL PERSONNEL REQUIRED TO ESTABLISH THE PROPOSED PRECLEARANCE GROUP AT FREEPORT.

PART III. STATE PERSONNEL RECOMMENDATIONS

A. REPROGRAMMING

IN ORDER TO MEET THE WORK REQUIREMENTS IN THE GENERAL SERVICES SECTION AND TO ESTABLISH CONTINUITY IN THE SECTION WHICH IT HAS LACKED SINCE THE POST WAS ELEVATED TO AN EMBASSY IN 1973, THE POST HAS REQUESTED A FOREIGN LIMITED OFFICIAL USE

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SERVICE LOCAL POSITION FOR A SENIOR GSA. THIS REQUEST WAS STRONGLY ENDORSED BY THE FOREIGN SERVICE INSPECTORS DURING THEIR INSPECTION OF NASSAU IN NOVEMBER OF 1975. UNFORTUNATELY, THIS POSITION HAS NEVER MATERIALIZED AND IN AUGUST OF 1976 THE POST WAS FORCED TO REPROGRAM WITHIN ITS LIMITED PERSONNEL RESOURCES. THE CLERK/RECEPTIONIST FOREIGN SERVICE LOCAL POSITION WAS VACATED TO ALLOW FOR A SLOT FOR A MUCH NEEDED GENERAL SERVICES ASSISTANT. WHILE THIS HAS PROVEN TO BE AN ACCEPTABLE SACRIFICE FOR THE SHORT RUN, THE "ROB PETER TO PAY PAUL" CONCEPT IS NOT THE BEST SOLUTION. THE CLERK/RECEPTIONIST POSITION IS STILL VERY MUCH IN NEED BECAUSE OF THE CONFIGURATION OF THE EMBASSY BUILDING AND THE PRESENT UNDESIRABLE ARRANGEMENT OF HAVING THE MARINE SECURITY GUARD ACT AS THE FIRST FLOOR RECEPTIONIST.

B. INCREASE/DECREASE

AS ANY FURTHER REPROGRAMMING WOULD BE IMPOSSIBLE TO IMPLEMENT, A FSL-2 POSITION AT A SALARY OF DOLS 6,227 WILL BE NEEDED TO PROVIDE FOR A RECEPTIONIST/CLERK TYPIST. ADDITIONAL ADMINISTRATIVE TRAVEL FUNDS WILL BE REQUIRED TO SUPPORT THE PRECLEARANCE GROUP AT FREEPORT -- E.G., WEEKLY VISITS WHILE THE UNIT IS BEING ORGANIZED AND THEN BIWEEKLY.

THE COST OF A PART-TIME CONSULAR NIV POSITION DURING THE PEAK (MAY-AUGUST) SEASON WILL BE APPROXIMATELY DOLS 1,650.

C. LOWER PRIORITY POSITIONS

THE ALREADY SCHEDULED DEPARTURE OF THE POLITICAL OFFICER IN AUGUST 1977 WILL REDUCE THE AMERICAN COMPLEMENT TO TWELVE POSITIONS.

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ACTION ARA-10

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TO SECSTATE WASHDC 9231

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FOR DEPUTY UNDERSECRETARY FOR MANAGEMENT FROM AMBASSADOR

MISSION STAFFING CHART

AGENCY/	AMER.	AMER.	FSL	FSL
FUNCTION	OFFS.	STAFF	PROFES.	STAFF

STATE

EXECUTIVE	2	2	-	-
POLITICAL	1	0	-	-
ECON/COM	1	0	?1	-
CONSULAR	4	0	1	8
ADMIN	1	0	2	6
COMMUNICATIONS	2	0	-	-
SECURITY	-	-	-	-
REGIONAL OFFICES	-	-	-	-

OTHER AGENCIES

USIS	-	-	1	-
AGRICULTURE	2	-	-	-
TREASURY	19	-	-	-
JUSTICE	7	-	-	-

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DOD (USN)	1	-	-	-
AID	1	-	-	-

OTHER

MSG - 6 - -

PROJECTED FY-79

STATE

EXECUTIVE	1	2	-	-
POLITICAL	1	-	-	-
ECON/COM	1	-	1	-
CONSULAR	4	-	1	8
ADMIN	1	-	3	6

COMMUNICATIONS	2	-	-	-	-
SECURITY	-	-	-	-	-
REGIONAL OFFICES	-	-	-	-	-

OTHER AGENCIES

USIS	-	-	1	-	-
AGRICULTURE	4	-	-	-	-
TREASURY	33	-	-	-	-
JUSTICE	13	-	-	-	-
DOD (USN)	1	-	-	-	-

OTHER

MSG	-	6	-	-	-
IRS	3	1	-	-	-
DEA	2	1	-	-	-
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Message Attributes

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Disposition Approved on Date:
Disposition Case Number: n/a
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To: STATE
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